

**AMENDMENTS TO THE CLAIMS**

Upon entry of this Amendment, the following Listing of Claims will replace all prior versions and Listings of Claims in the pending application.

**Listing of Claims:**

Please amend claims 1, 12, 17, 18, 19 and 20 as follows:

1. (Currently Amended) A method for managing recruiting information in an online computer-based management system, the method comprising acts of:  
~~Permitting receiving, within from a first user by a first instance of an interface of~~ the computer-based management system, ~~a first user to develop~~ a first job description corresponding to a first job opening, the first job description comprising a first set of components, the first set of components comprising at least one first client information logic component for accessing an online database for first client-related information;  
storing, by the computer-based management system, the first set of components in the online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects; [[and]]  
~~permitting creating,~~ within another instance of the interface of the computer-based management system, ~~by a second user to create,~~ interactively with a recruitment specialist during a job description development process, a second job description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components[[.]]; and  
receiving, by the another instance of the computer-based management system during the job description development process by the requirements specialist working interactively with the client,, a selection from the recruitment specialist of at least one component of which is selected from the first set of components stored in the online database and displaying the selection to the second user, the second set of components comprising at least one second client information logic component for accessing the online database for second client-related information.

2. (Previously Presented) The method according to claim 1, further comprising an act of determining, by a requirements specialist, the first set of components, the first set of components comprising at least one hiring manager logic component for retrieving, from the online database, information related to a hiring manager associated with a client.
3. (Original) The method according to claim 2, wherein the act of determining comprises an act of receiving, from the requirements specialist, a selection of at least one of the first set of components and simultaneously displaying the selection to a client.
4. (Original) The method according to claim 1, wherein the act of storing further comprises an act of storing the first set of components in a relational database.
5. (Original) The method according to claim 3, further comprising an act of displaying the selection to the requirements specialist in a display of a computer associated with the requirements specialist.
6. (Canceled).
7. (Original) The method according to claim 5, wherein the act of displaying the selection includes an act of displaying the selection to the client in a display of a computer associated with the client.
8. (Previously Presented) The method according to claim 2, wherein the act of determining comprises an act of determining, by the requirements specialist, the first set of components on the basis of an interactive communication with a client through the interface.
9. (Canceled).

10. (Original) The method according to claim 1, wherein the first set of components comprises at least one component that identifies an educational requirement associated with a candidate.
11. (Original) The method according to claim 1, wherein the first set of components comprises at least a task to be performed by a candidate.
12. (Currently Amended) A method of interactively developing a job description in an online computer-based management system, the method comprising acts of:
  - receiving through a first instance of an interface of the computer-based management system, by a requirements specialist from a client, hiring needs;
  - accessing, from an online database, client-related information;
  - determining, by the requirements specialist based on the received hiring needs and the client-related information, at least one portion of a job description;
  - storing the at least one portion of a job description in the online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects; [[and]]
    - receiving, by the another instance of the computer-based management system during the job description development process by the requirements specialist working interactively with the client, a selection from the recruitment specialist of the at least one object-oriented object from the online database and displaying the selected object-oriented object to the client;
  - receiving, during the job description development process by the requirements specialist working interactively with the client, through another instance of the interface of the computer-based management system, real-time feedback from the client on the portion of the job description; and
  - modifying in the online database, by the requirements specialist, at least a portion of the portion of the job description based upon the received feedback.

13. (Original) The method according to claim 12, further comprising an act of displaying, in a display of a computer system associated with the client, the at least one portion of the job description determined by the requirements specialist.
14. (Original) The method according to claim 13, further comprising an act of displaying, in a display of a computer system associated with the requirements specialist, the at least one portion of the job description determined by the requirements specialist.
15. (Previously Presented) The method according to claim 12, method further comprises comprising an act of selecting the at least one portion from the online database for use in the job description.
16. (Previously Presented) The method according to claim 15, wherein the at least one portion includes at least one of a group of information comprising: a task; a job function; an educational information; and a qualification, and wherein the method further comprises selecting the at least one of the group from the online database for use in the job description.
17. (Currently Amended) An online computer-based recruiting management system comprising:
  - an interface; and
  - an online database configured as an object hierarchy including a plurality of interrelated objects,
  - wherein, in a first instance, the interface is configured to permit a first user to develop a first job description corresponding to a first job opening, the first job description comprising a first set of components, the first set of components comprising at least one first client information logic component for accessing the online database for first client-related information,
  - wherein the first set of components is stored in the online database as at least one object-oriented object, and

wherein, in another instance, the interface is configured to permit a second user to create, interactively with a recruitment specialist during a job description development process, a second job description based upon the first job description, the second description corresponding to a second job opening and having a second set of components[.]; and

receiving, by the another instance, a selection from the recruitment specialist of, at least one component of which is from the first set of components stored in the online database and displaying the selection to the second user, the second set of components comprising at least one second client information logic component for accessing the online database for second client-related information.

18. (Currently Amended) A computer readable medium having computer-readable instructions stored thereon that define instructions that, as a result of being executed by a computer, instruct the computer to perform a method for managing recruiting information in an online computer-based management system, the method comprising acts of:

Permitting- receiving, within from a first user by a first instance of an interface of the computer-based management system, a first user to develop a first job description corresponding to a first job opening, the first job description comprising a first set of components, the first set of components comprising at least one first client information logic component for accessing an online database for first client-related information;

storing, by the computer-based management system, the first set of components in the online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects; [[and]]

permitting, within another instance of the interface of the computer-based management system, a second user to create, interactively with a recruitment specialist during a job description development process, a second job description based upon the first job description, the second job description corresponding to a second job opening and having a second set of components[.]; and

receiving, by the another instance of the computer-based management system during the job description development process by the requirements specialist working

interactively with the second user, a selection from the recruitment specialist of at least one component of which is selected from the first set of components stored in the online database and displaying the selection to the second user, the second set of components comprising at least one second client information logic component for accessing the online database for second client-related information.

19. (Currently Amended) An online computer-based management system for interactively developing a job description, the system comprising:
- an interface; and
  - an online database configured as an object hierarchy including a plurality of interrelated objects,
    - wherein, in a first instance, a requirements specialist receives hiring needs from a client through the interface,
    - wherein the requirement specialist accesses, from the online database, client-related information,
    - wherein the requirement specialist determines at least one portion of a job description based on the hiring needs and the client-related information,
    - wherein the at least one portion of a job description is stored in the online database as at least one object-oriented object,
      - wherein another instance of the computer-based management system receives during the job description development process by the requirements specialist working interactively with the client, a selection from the recruitment specialist of the at least one object-oriented object from the online database and displays the selected object-oriented object to the client;
- wherein, in another instance, the requirements specialist receives, during the job description development process while working interactively with the client, real-time feedback from the client on the portion of the job description through the interface, and
  - wherein the requirements specialist modifies, in the online database, at least a portion of the portion of the job description based upon the received feedback.

20. (Currently Amended) A computer readable medium having computer-readable instructions stored thereon that define instructions that, as a result of being executed by a computer, instruct the computer to perform a method for interactively developing a job description in an online computer-based management system, the method comprising acts of:

receiving through a first instance of an interface of the computer-based management system, by a requirements specialist from a client, hiring needs;  
accessing, from an online database, client-related information;  
determining, by the requirements specialist based on the received hiring needs and the client-related information, at least one portion of a job description;  
storing the at least one portion of a job description in the online database as at least one object-oriented object, wherein the online database is configured as an object hierarchy including a plurality of interrelated objects; [[and]]

receiving, by the another instance of the computer-based management system during the job description development process by the requirements specialist working interactively with the client, a selection from the recruitment specialist of the at least one object-oriented object from the online database and displaying the selected object-oriented object to the client;

receiving, during the job description development process by the requirements specialist working interactively with the client, through another instance of the interface of the computer-based management system, real-time feedback from the client on the portion of the job description; and

modifying in the online database, by the requirements specialist, at least a portion of the portion of the job description based upon the received feedback.

21. (Previously Presented) The method according to claim 12, further comprising retrieving information related to a hiring manager associated with the client from the online database.
22. (Previously Presented) The method according to claim 21, wherein the determining, by the requirements specialist based on the received hiring needs and the client-related information,

at least one portion of the job description further comprising determining, by the requirements specialist based on the received hiring needs, the client-related information, and the information related to the hiring manager, at least one portion of the job description.